



## **CITY OF LODI COUNCIL COMMUNICATION**

**AGENDA TITLE:** Adopt Resolution Amending Memorandums of Understanding with Maintenance and Operators and General Services Bargaining Units of the Association of Lodi City Employees to Provide Additional Pay for State Required Certifications of Distribution Operators I and II (CM)

**MEETING DATE:** July 18, 2007

**PREPARED BY:** Deputy City Manager

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**RECOMMENDED ACTION:** Approve Resolution to amend Memorandums of Understanding (MOU) with Maintenance and Operators and General Services Bargaining units of The Association of Lodi City Employees (ALCE) to provide additional pay for State-required certifications of Distribution Operators I and II.

**BACKGROUND INFORMATION:** Various employees who work in the Public Works Department Water and Wastewater operations are required to have certifications as either a Distribution Operators I or II level. These certifications are required by the State of California in order that the City of Lodi meet Health and Safety standards. The certification requirement was enacted several years ago, but the pay level for employees who are required to obtain certifications was not adjusted at the same time as the requirement for certification was enacted.

The City of Lodi and members of the Maintenance and Operators and General Services bargaining units have met, conferred and tentatively agreed to amend the MOUS to allow for additional compensation for employees for which the certification requirements apply.

The attached agreements with these bargaining units indicate the terms of these tentative agreements as follows:

- Base pay for the employees as indicated in attachments A and B who are required to obtain a level one certification will be increased by 2%.
- Base pay for the employees as indicated in attachments A and B who are required to obtain a level two certification will be increased by 4%.
- Any employee in the General Services bargaining unit of ALCE who is required to obtain a level one certification but obtains a level two certification will receive an \$ 60 incentive pay.
- Any employee in the General Services bargaining unit of ALCE who is required to obtain a level one certification but obtains a level two certification will receive an additional \$ 60 per month in incentive pay.

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APPROVED: \_\_\_\_\_  
Blair King, City Manager

- Any employee in the Maintenance and Operators bargaining unit of ALCE who is required to obtain a level one certification but obtains a level two certification will receive an additional 2% incentive pay.
- It was tentatively agreed that this would be implemented retroactively to July 1, 2006.

**FISCAL IMPACT:** The additional annual expenditure for both of the amendments to the MOUS totals approximately \$50,000 per year.

**FUNDING AVAILABLE:** The additional costs for certification pay of preparing and mailing the supplemental assessment will be borne by the Finance and City Attorney's budgets.

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James R. Krueger, Deputy City Manager

Attachment: Attachment A- Amendment to General Services MOU  
Attachment B- Amendment to Maintenance & Operators MOU

RESOLUTION NO. \_\_\_\_\_

A RESOLUTION OF THE LODI CITY COUNCIL APPROVING  
AMENDMENT TO MEMORANDUMS OF UNDERSTANDING  
WITH THE MAINTENANCE AND OPERATORS AND GENERAL  
SERVICES BARGAINING UNITS OF THE ASSOCIATION OF  
LODI CITY EMPLOYEES TO PROVIDE ADDITIONAL PAY FOR  
STATE REQUIRED CERTIFICATIONS OF DISTRIBUTION  
OPERATORS I AND II

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NOW, THEREFORE, BE IT RESOLVED that the Lodi City Council does hereby  
approve an amendment to the Memorandums of Understanding with the Maintenance and  
Operators and General Services Bargaining Units of the Association of Lodi City  
Employees to provide additional pay for State required Certifications of Distribution  
Operators I and II, as shown on Exhibits A and B as attached hereto; and

BE IT FURTHER RESOLVED that the amendment to the Memorandums of  
Understanding shall be effective for the period July 1, 2006 through June 30, 2008.

Dated: July 18, 2007

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I hereby certify that Resolution No. 2007-\_\_\_\_\_ was passed and adopted by the  
City Council of the City of Lodi in a regular meeting held July 18, 2007, by the following  
vote:

AYES: COUNCIL MEMBERS

NOES: COUNCIL MEMBERS –

ABSENT: COUNCIL MEMBERS –

ABSTAIN: COUNCIL MEMBERS –

RANDI JOHL  
City Clerk

2007-\_\_\_\_\_

Side letter to the Current General Services MOU between the City of Lodi and AFSCME Council 57, Local 146, AFL-CIO and its ALCE Chapter

Whereas, the City received a letter from the State of California dated April 2002 mandating that employees who perform certain water system related tasks obtain Distribution Operator I or Distribution Operator II certification. Some of these employees are in the AFSCME Bargaining unit (General Services).

Whereas, AFSCME Council 57, Local 146, AFL-CIO ALCE Chapter and the City of Lodi have resolved the this issue amicably.

Now, Therefore, be it resolved that AFSCME and the City of Lodi agree to the following adjustment to base pay (PERS reportable), retroactive to July 1, 2006 upon approval of the AFSCME membership and the City of Lodi:

Employees in the following classifications assigned to the Public Works Department shall receive supplemental certification pay as listed below for the required certifications:

City of Lodi Public Works Department Job Title	Distribution Operator Certification Grade Required	Certification Pay Added to Base Pay
Public Works Inspector II	D1	2%
Public Works Inspector I	D1	2%
Senior Engineering Technician*	D2 and T1	4%

\* Applies to one incumbent in this classification (Kevin Gaither) who currently has these certifications, but are not required for this classification.

Any current employees required to obtain the D1 certification will continue to be employed in his/her current classification. Once he/she obtains the required certification his/her salary will be adjusted upon verification.

The City will continue to pay for the training to obtain the certificate for current and future employees.

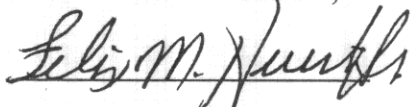
Verification for current and future employees can be by letter from the State verifying obtaining the required certificate or a copy of the certificate upon presentation to the City of Lodi. The increase to the base pay shall commence on the day the certificate or letter is presented to the City.

The City will modify the respective job descriptions to reflect the new requirements for the above job titles within 60 days to ensure that all new hire employees are aware of the requirements.

By their signature below, AFSCME and the city agree that the resolution contained herein resolves this issue.

AGREED TO BY AFSCME,  
COUNCIL 57

Felix Mario Huerta Jr.,



Mark Ruggiero, Chapter President

AGREED TO BY THE  
CITY OF LODI,

James R. Krueger, Deputy, City Manager

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Richard Prima, Public Works Director

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**Side letter to the Current Maintenance & Operators MOU between the City of Lodi and AFSCME Council 57, Local 146, AFL-CIO and its ALCE Chapter**

Whereas, the City received a letter from the State of California dated April 2002 mandating that employees who perform certain water system related tasks obtain Distribution Operator I or Distribution Operator II certification. Some of these employees are in the AFSCME Bargaining unit (Maintenance & Operators).

Whereas, AFSCME Council 57, Local 146, AFL-CIO ALCE Chapter and the City of Lodi have resolved the this issue amicably.

Now, Therefore, be it resolved that AFSCME and the City of Lodi agree to the following adjustment to base pay (PERS reportable), retroactive to July 1, 2006 upon approval of the AFSCME membership and the City of Lodi:

Employees in the following classifications assigned to the water services (Water/Wastewater) division of the Public Works Department shall receive supplemental certification pay as listed below for the required certifications:

<b>City of Lodi Public Works Department Job Title</b>	<b>Distribution Operator Certification Grade Required</b>	<b>Certification Pay Added to Base Pay</b>
<b>Water/Wastewater Supervisor</b>	<b>D2</b>	<b>4%</b>
<b>Senior Plant &amp; Equipment Mechanic</b>	<b>D2</b>	<b>4%</b>
<b>Plant &amp; Equipment Mechanic</b>	<b>D2</b>	<b>4%</b>
<b>Water/Wastewater Maintenance Worker III</b>	<b>D1</b>	<b>2%</b>
<b>Maintenance Worker II</b>	<b>D1</b>	<b>2%</b>
<b>Maintenance Worker I</b>	<b>D1</b>	<b>2%</b>
<b>Laboratory Services Supervisor</b>	<b>D1 or T1*</b>	<b>2%</b>
<b>Environmental Compliance Inspector</b>	<b>D1 or T1*</b>	<b>2%</b>

\*Per regulation may posses either a treatment operator certificate or a distribution operator certificate.

Any current W/WW MW 1 employees required to obtain the D1 certification will continue to be employed in his/her current classification. Once he/she obtains the required certification his/her salary will be adjusted upon verification.

Any employee, who obtains a certification higher than required, shall have his/her pay adjusted in accordance with Article IV – Education Incentive of the MOU except as follows:

- Personnel listed above who are required to obtain a D1 (or T1\* certificate), who obtain a D2 (or T2\*) certificate shall receive an additional incentive of 2% (instead of \$40 as stated in Article 4.1).

The City will pay for the training to obtain the certificate for current and future employees per Article 4.2 of the MOU.

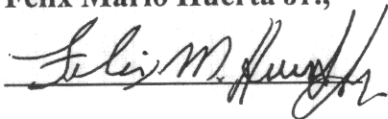
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By their signature below, AFSCME and the city agree that the resolution contained herein resolves this issue.

**AGREED TO BY AFSCME,  
COUNCIL 57**

**Felix Mario Huerta Jr.,**



**Mark Ruggiero, Chapter President**



**AGREED TO BY THE  
CITY OF LODI**

**James R. Krueger, Deputy, City Manager**



**Richard Prima, Public Works Director**

